

| FLA Audit Profile | | | | | | | | | |
|---|-------------------|---|--|--|---|--------------------------|---------------|--------------------------------|---------------|
| Country | | India | | | | | | | |
| Number of Total Farms Visited | | 25 | | | | | | | |
| Audit State/Province | | Maharashtra | | | | | | | |
| Independent External Monitoring Organization | | International Resources for Fairer Trade (IRFT) | | | | | | | |
| Date(s) in Farms | | October 13-16, 2009 | | | | | | | |
| FLA Affiliated Compan(ies) | | Syngenta India Ltd. | | | | | | | |
| Total Number of Workers | | 8 family laborers | | | | | | | |
| Total area covered under audit (Acres) | | 6.75 acres | | | | | | | |
| Production Processes at time of IEM visit (sowing, harvesting, chemical spray, hybridization or none) | | Harvesting | | | | | | | |
| Product(s) | | Okra | | | | | | | |
| | | | | | | | | | |
| FLA Code/Benchmark | Compliance Status | [Status] | Description | Updates | | Third-Party Verification | | Company Verification Follow Up | |
| | | Completed, Pending, Ongoing | | Company Follow Up | Documentation | External Verification | Documentation | Company Follow Up | Documentation |
| CL.3 Proof of Age Documentation | Noncompliance | Completed | No age verification system developed for workers. | 1) Village level meetings (more than 15) have organized and educated growers on collecting age verification documents. 2) Birth certificates and school enrollment certificates collected and kept in IMS center and for doubtful (young looking) workers kept at farms and IMS centers. Sample of this documentation has been sent for review. | 1) Records are available at IMS center and farms for such cases. | | | | |
| H&S.3 Written Health and Safety Policy | Noncompliance | Completed | Company did not have an H&S Policy. | 1) The H&S policy included Best Seeds Production Practices document. 2) Distributed copy of document to all growers in regional language and also attached worker attendance register. | 1) Seeds Production Practice document, 2) Worker attendance register | | | | |
| H&S.11 Machinery Maintenance and Worker Training | Noncompliance | Completed | Exposed switchboards/electrical supply for water supplies (wells) seen in fields. Also, wells did not have a wall around them. | 1) Comprehensive training on H&S organized by Syngenta to address this; we have recorded that the situation is changed. | 1) All such types of forms of MICD available at IMS center. | | | | |
| H&S.12 Medical Facilities | Noncompliance | Completed | Growers did not have a first aid kit with them. | 1) 50 first aid kits maintained in key places; planning to extend this program. 2) First aid training given to field team, selected as master trainers. | 1) First aid training documents maintained in IMS center. 2) First aid kits stored at key places, indicating action status. | | | | |
| FOA.1 General Compliance Freedom of Association | Noncompliance | Completed | No grievance procedure/policy developed. | 1) Syngenta has developed policy for addressing grievances; contact numbers mentioned on all IEC material. | 1) Copy of policy is available at IMS center. | | | | |
| WBOT.7 Record Maintenance | Noncompliance | Completed | Growers not maintaining records for hired labor. | 1) During every pre-season campaigns educated growers to maintain records if working hours, wages and benefits, etc. 2) We have supplied attendance register to all 2956 growers to record wages and timings. 3) Company has started initiative of issuing the growers a documentation kit including instructions on what documentation is accepted and needs to be kept, by this growers are maintaining documents at the farm. | 1) Pre-season campaign record maintained in IMS center. 2) This is reflected in our internal monitoring records (MICD). | | | | |